



## Executive Announcement

### Amendment to the Post Employment Provisions Under the King County Code of Ethics 3.04 Effective 13 July 2003

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***I am pleased to announce*** changes to the King County Employee Code of Ethics relating to its post employment provisions for former county employees, elected officials, and members of county boards, commissions, committees or other multi-member bodies. In order to ensure the public's trust and confidence in all county transactions, the new code language clearly sets out what officials and employees may and may not do after leaving county employment or service and make more reasonable those restrictions. These changes came about due to a review of the code and proposed amendment by the Board of Ethics, a lengthy public comment period, and the support of the Executive Office and the Metropolitan King County Council.

***One major improvement*** to the code involves a shift in the prohibition focus from one of organizational location to specific matters in which the employee could exert influence based on his or her previous position with the county. The new provision requires that, for one year after leaving county employment, a former county employee may not work as a contractor or subcontractor on any county action in which the former county employee participated or had responsibilities while a county employee. "Participate" is a defined term in the ethics code and it includes approval, disapproval, decision, recommendation, rendering of advice, or investigation related to a particular county transaction. Previously, employees were restricted from returning to work as contractors or subcontractors on any matter for their former department. Former county employees may, of course, return to work as a county employee at any time in accordance with standard, county hiring policies.

***There are other improvements as well,*** including a policy statement about the importance with which the county holds the public's confidence in all of its transactions; clear prohibitions for former employees regarding interests in grants, contracts, and use of privileged information; and consistent, reasonable prohibition periods.

***This change shall take effect immediately*** and applies to all former, current and future employees. All reasonable steps are being taken to notify the King County community of the new provisions including announcements to county employees, officials, and project managers; and county contractors and vendors.

Should you have any ***questions or comments***, please contact Catherine Clemens, administrator to the Board of Ethics at 206-296-1586 or visit the ethics web site at [www.metrokc.gov/ethics/](http://www.metrokc.gov/ethics/).

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